ALBERTA LABOUR FORCE PROFILES

Women 2014

Alberta

Highlights

For the purpose of this profile, the population is defined as women 15+ years.

Working Age Population of Women in Alberta

- The number of women in Alberta's working age population grew by 28.8% or 361,300 between 2004 and 2014.

Labour Force Statistics of Women in Alberta

- At 4.9%, women in Alberta had the second lowest unemployment rate of all women in Canada, after Saskatchewan's rate of 3.8%.
- In 2014, women in Alberta had the highest participation rate of all women in Canada, at 66.2%.
- Alberta women had the highest employment rate, at 63.0%, of all women in Canada in 2014.

Employment of Women in Alberta by Industry

- Women accounted for 82.0% of those employed in Health Care and Social Assistance in Alberta in 2014.
- Between 2004 and 2014, the Forestry, Fishing, Mining, Quarrying, Oil and Gas industry had the highest employment growth rate for Alberta women at 91.5%.

Employment of Women in Alberta by Occupation

- In 2014 68.0% of all employed women in Alberta worked in three occupational groups: Sales and service occupations, 30.2%; Business, finance and administrative occupations, 26.4%; and Occupations in social science, education, government service and religion, 11.4%.
- Women accounted for 81.9% of those employed in Health occupations.
- The two occupational groups that saw the largest growth rate in women's employment in Alberta between 2004 and 2014 were Occupations in art, culture, recreation and sport, up 62.8%; and Health, up 46.1%.

Educational Attainment of Employed Women in Alberta

- The number of employed women in Alberta with university degrees increased by 92.3% or 141,000 from 2004 to 2014, while those with above bachelor's degrees increased by 118.5% or 42,900 over the same period.

Full-time/Part-time Employment of Women in Alberta

- The number of women employed full-time and part-time rose 29.9% and 17.9% respectively between 2004 and 2014.
- Over this ten-year period, the largest percentage increases in full-time employment were women in the 65 years and over and the 45-64 years age groups: 188.7% and 39.1% respectively.

Average Hourly Wage of Women in Canada

- Alberta women received the highest average hourly wage in Canada, $24.63.
- In 2014, the average hourly wage for women in Alberta was $1.99 higher per hour than the overall average hourly wage for women in Canada of $22.64.
- The $24.63 average hourly wage for women in Alberta was lower than the $31.21 for men by $6.58.

Average Hourly Wage of Women in Alberta by Industry

- The difference in the average hourly wage between men and women was the smallest in Accommodation and Food Services, at $1.31; and the highest in Utilities, at $10.13.

Average Hourly Wage of Women in Alberta by Occupation

- Women in Management occupations had the highest average hourly wage of $36.58 in 2014.
- The average hourly wage of women in Management occupations had the largest increase between 2004 and 2014, from $23.63 in 2004 to $36.58 in 2014.

Average Hourly Wage of Women in Alberta by Age Group

- Women's average wage was lower than men's across all age groups.
- On average, women aged 25 to 54 years had the highest average hourly wage of the three women age groups, at $26.36.

Working Age Population of Women in Alberta

For the purpose of this labour force profile, working age population (or WAP) refers to people who are 15 years and older (please refer to the Appendix for definitions of labour force terms).

Alberta had the lowest percentage of women in the working age population, at 49.3%, while Nova Scotia had the highest percentage at 51.7% (Figure 1). The overall Canadian average was 50.7%.

Figure 1

Number and Percentage of Women by Province, 2014

Region	Population (15+ years)	Women (15+ years)	Women's Share
Canada	28,980,600	14,707,500	50.7%
Newfoundland and Labrador	443,900	226,200	51.0%
Prince Edward Island	120,600	62,200	51.6%
Nova Scotia	783,000	404,500	51.7%
New Brunswick	621,700	318,000	51.2%
Quebec	6,802,200	3,437,300	50.5%
Ontario	11,269,300	5,781,900	51.3%
Manitoba	976,400	494,900	50.7%
Saskatchewan	852,200	423,200	49.7%
Alberta	3,281,800	1,617,800	49.3%
British Columbia	3,829,600	1,941,500	50.7%

Source: Statistics Canada, Labour Force Survey

Between 2004 and 2014, the number of women in Alberta 15 years and older grew by 361,300 or 28.8% which exceeded the Canadian working age women's population growth rate by 14.8 percentage points (Figure 2). Alberta's working age population grew by 748,900 over the same period.

Figure 2

Working Age Population (15+ years), 2004 and 2014

	2004	2014	Growth	% Growth
Canada	25,408,100	28,980,600	3,572,500	14.1%
Women in Canada	12,906,200	14,707,500	1,801,300	14.0%
Alberta	2,532,900	3,281,800	748,900	29.6%
Women in Alberta	1,256,500	1,617,800	361,300	28.8%

Source: Statistics Canada, Labour Force Survey

Labour Force Statistics for Women in Alberta

In 2014, 44.9% of Alberta's labour force and 44.8% of employed Albertans were women (Figure 3). Women also accounted for 47.0% of unemployed in Alberta. The unemployment rate of 4.9% for Alberta women was 0.4 percentage points higher than the rate for men and 0.2 percentage points higher than the provincial average unemployment rate of 4.7%.

Figure 3

Labour Force Statistics by Gender, Alberta, 2014

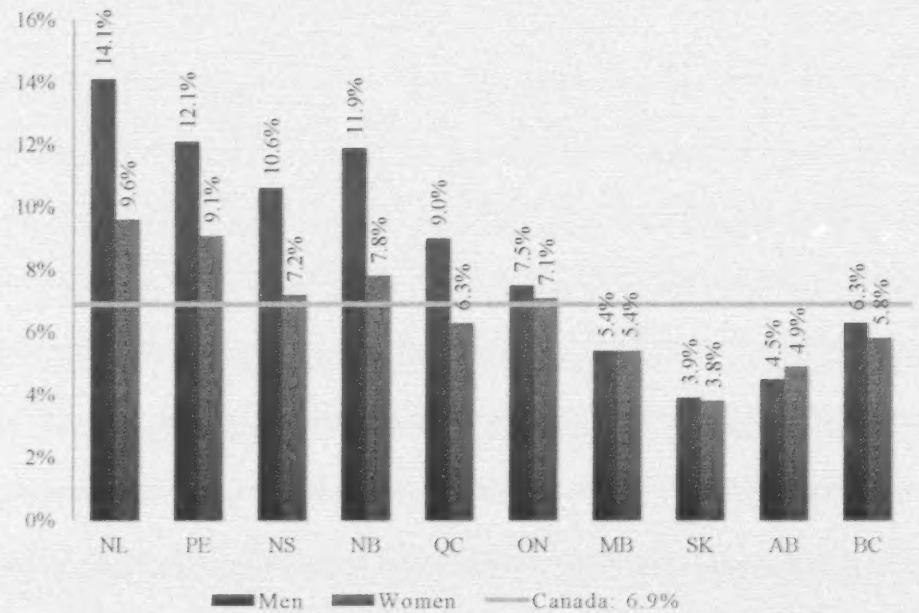
	Women (15+ years)	Men (15+ years)	Alberta (15+ years)	Women's Share
Working Age Population	1,617,800	1,663,900	3,281,800	49.3%
Labour Force	1,071,100	1,315,100	2,386,200	44.9%
Employed	1,018,600	1,255,900	2,274,600	44.8%
Unemployed	52,500	59,200	111,700	47.0%
Participation Rate	66.2%	79.0%	72.7%	
Employment Rate	63.0%	75.5%	69.3%	
Unemployment Rate	4.9%	4.5%	4.7%	

Source: Statistics Canada, Labour Force Survey

Canada's unemployment rate at 6.9% was higher than the 6.4% for Canadian women in 2014. The unemployment rate for Alberta women, at 4.9%, was lower than their Canadian counterparts. In Alberta the unemployment rate for women was the second lowest rate for women among the ten provinces in 2014, after Saskatchewan's 3.8% (Figure 4).

Figure 4

Unemployment Rates by Gender, Canada and Provinces, 2014



Source: Statistics Canada, Labour Force Survey

The unemployment rates fell in two age groups for men and increased in all four groups for women between 2004 and 2014. Alberta women aged 15 to 24 years experienced the highest unemployment rate increase between 2004 and 2014 at 1.4 percentage points (Figure 5).

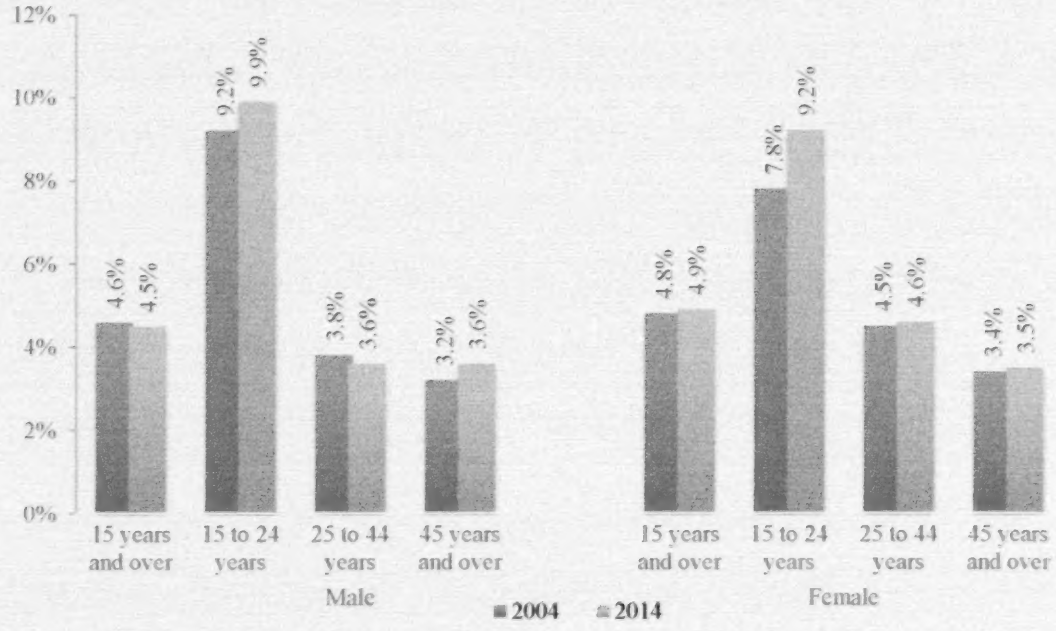
Between 2004 and 2014, the unemployment rate for women aged 45 years and older rose 0.1 percentage points, and for men of the same age group, it increased 0.4 percentage points. In 2014, the unemployment rates for women and men 45 years and older were 3.5% and 3.6% respectively.

Women aged 25 to 44 had an increase in their unemployment rate of 0.1 percentage points, between 2004 and 2014. Men aged 15 to 24 had an increase of 0.7 percentage points over the same period.

In 2014, the greatest difference in unemployment rates between men and women occurred in the 25 to 44 years age group, where the unemployment rate for men was 1.0 percentage points lower than the women's rate.

Figure 5

Unemployment Rate by Gender and Age Group, Alberta, 2004 and 2014

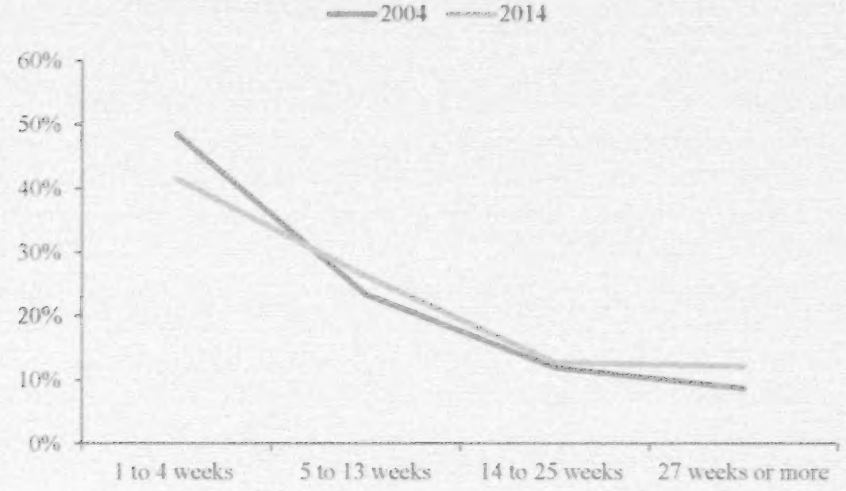


Source: Statistics Canada, Labour Force Survey

In 2014, 41.5% of unemployed women had a duration of unemployment between one to four weeks compared to 48.5% in 2004. The average duration of unemployment for women in Alberta increased from 10.5 weeks in 2004 to 13.5 weeks in 2014 (Figure 6). In 2014, 12.2% of unemployment lasted 27 weeks or longer in 2014 for Alberta women.

Figure 6

Duration of Unemployment for Women in Alberta, 2004 and 2014

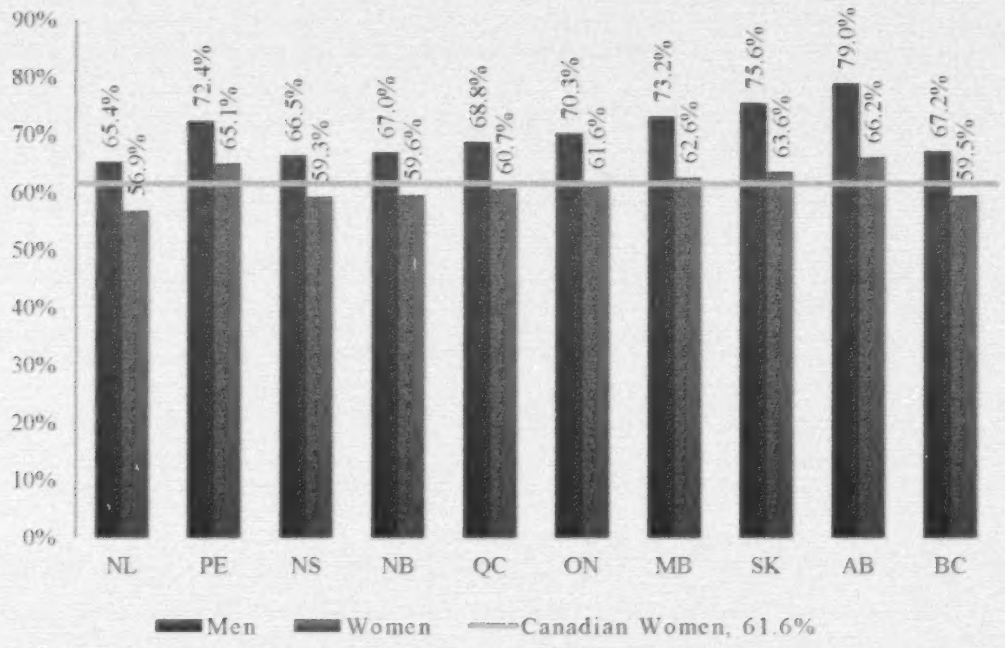


Source: Statistics Canada, Labour Force Survey

In 2014, the participation rate for Alberta women was 66.2%, the highest among women in all provinces (Figure 7). This rate was 0.2 percentage points higher than the Canadian average participation rate of 66.0%, and 4.6 percentage points higher than the Canadian female average participation rate of 61.6%. Women's participation rates were lower than men's in all ten provinces, and the largest difference of 12.8 percentage points occurred in Alberta.

Figure 7

Participation Rates by Gender, Canada and Provinces, 2014



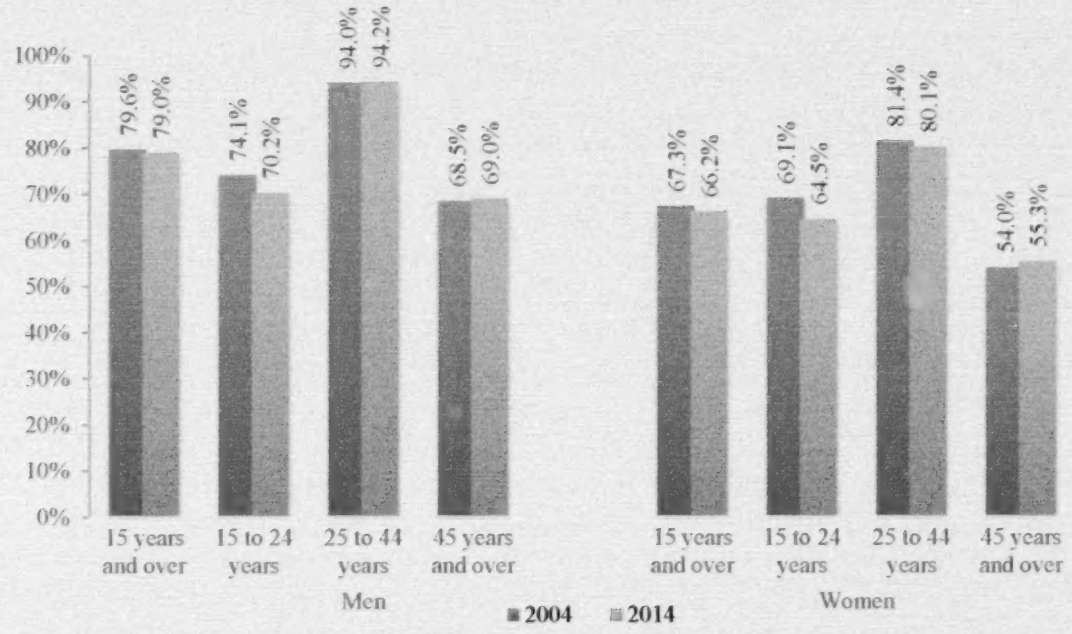
Source: Statistics Canada, Labour Force Survey

The largest increase in the participation rate over the ten years for both men and women was for those aged 45 years and over, rising 0.5 and 1.3 percentage points respectively (Figure 8).

Between 2004 and 2014, the participation rates fell for women aged 15 to 24 years and for women aged 25 to 44 years by 4.6 and 1.3 percentage points respectively. The participation rate declined 3.9 percentage points for men aged 15 to 24 years. Overall, the participation rate for women in Alberta decreased 1.1 percentage points, and for men, it decreased by 0.6 percentage points in the ten years.

Figure 8

Participation Rate by Gender and Age Group, Alberta, 2004 and 2014

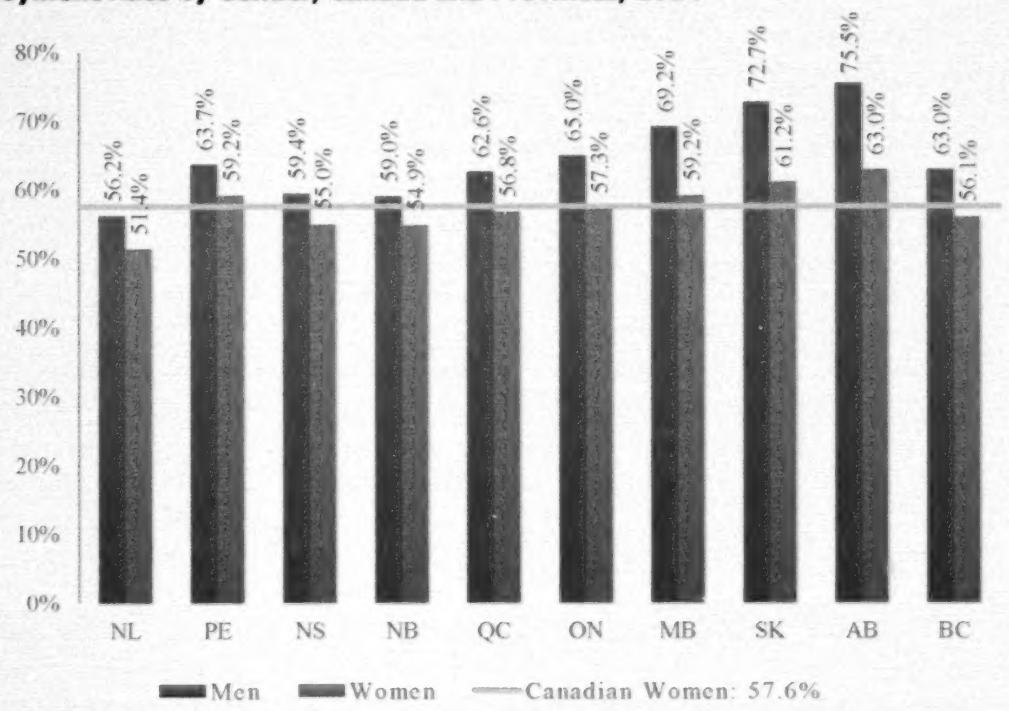


Source: Statistics Canada, Labour Force Survey

The employment rate for women in Alberta was 63.0%, the highest of all women in the ten provinces (Figure 9). This rate was 1.6 percentage points higher than the Canadian employment rate of 61.4%, and 5.4 percentage points above the national average for women at 57.6%.

Figure 9

Employment Rate by Gender, Canada and Provinces, 2014



Source: Statistics Canada, Labour Force Survey

Women aged 15 and older saw a 1.1 percentage point decrease in their employment rate, and men had a 0.5 percentage point decrease over the ten-year period (Figure 10).

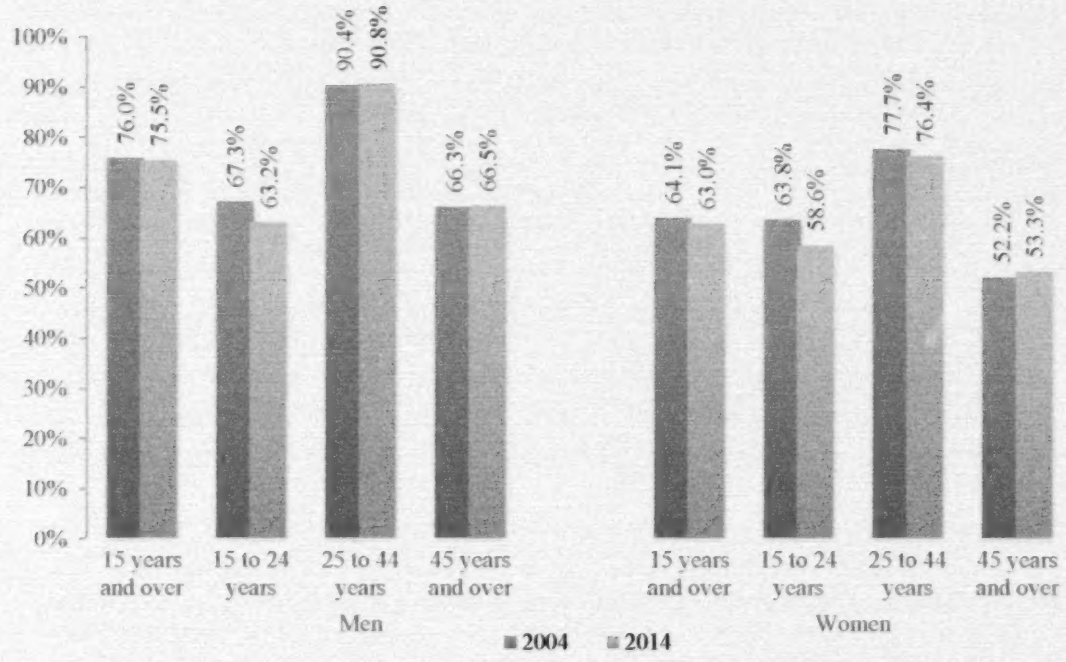
Employment rates for women were below the rates for men across all age groups in both years. Both men and women in the 25 to 44 year old group had the highest employment rates of all groups in 2004 and 2014. The biggest difference in employment rate between men and women also occurred in this age group, where men's rate was 14.4 percentage points higher than women's in 2014.

The employment rates for men and women aged 15 to 24 years were lower in 2014 compared to 2004, by 4.1 and 5.2 percentage points respectively. For the 25 to 44 year old group, the employment rate was 0.4 percentage points higher for men and 1.3 percentage points lower for women.

Among men and women and across the four age groups, women 45 years and older had the largest overall increase in employment rate of 1.1 percentage points, between 2004 and 2014.

Figure 10

Employment Rate by Gender and Age Group, Alberta, 2004 and 2014



Source: Statistics Canada, Labour Force Survey

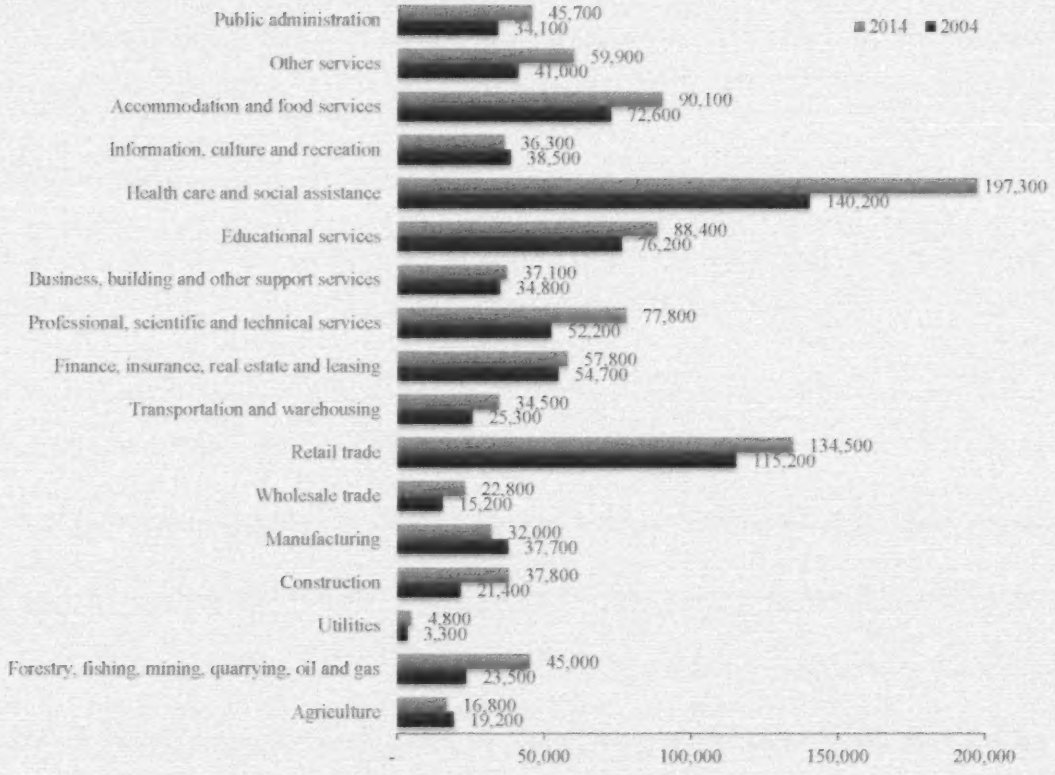
Employment of Women in Alberta by Industry

The industry in Alberta with the most women employed in 2014 was Health Care and Social Assistance (Figure 11). In 2014, 197,300 women were employed in that industry, representing 19.4% of all employed women in Alberta. Retail Trade had the second largest proportion of employed women in Alberta, 13.2% of all women employed, or 134,500 women. The industry that had the least number of women employed was Utilities, at 4,800 or 0.5% of all employed women in 2014.

Between 2004 and 2014, employment grew by 50.0% or more for women in the following three industries: Forestry, Fishing, Mining, Quarrying, Oil and Gas, up by 91.5%; followed by Construction, with a 76.6% increase; and Wholesale Trade, up by 50.0%. Over this ten year period, three industries saw declines in employment of women: Manufacturing, down by 15.1%; Agriculture, by 12.5%; and Information, Culture and Recreation, down 5.7%.

Figure 11

Women Employment by Industry, Alberta, 2004 and 2014



Source: Statistics Canada, Labour Force Survey

Employment of Women in Alberta by Occupation

Over the ten-year period, the number of women employed rose across all occupations except those Occupations unique to processing, manufacturing and utilities, where employment fell by 1,800 (Figure 12).

The four occupations with the largest rate of growth in employment for Alberta women between 2004 and 2014 were Occupations in art, culture, recreation and sport, up 62.8%; Health occupations, up 46.1%; and Trades, transport and equipment operators and related occupations, up 40.7%; and Occupations in social science, education, government service and religion, up 38.8%.

In 2014, 30.2% of women were employed in Sales and service occupations. Another 26.4% of all employed women in Alberta worked in Business, finance and administrative occupations. Of the ten occupational groups, just 1.4% of employed women worked in Occupations unique to processing, manufacturing and utilities.

Two occupations which had a predominance of women employed were: Health occupations in which 81.9% were women, and Business, finance and administrative occupations in which 71.5% were women. The two occupations with the smallest proportion of women employed were Trades, transport and equipment operators and related occupations, in which 7.8% were women, and those Occupations unique to primary industry, in which 19.1% were women.

Figure 12

Women Employment by Occupation in Alberta, 2004 and 2014

Occupation	2004	2014	% Growth
Management occupations	51,800	59,300	14.5%
Business, finance and administrative occupations	230,300	269,400	17.0%
Natural and applied sciences and related occupations	29,000	43,500	50.0%
Health occupations	75,700	110,600	46.1%
Occupations in social science, education, government service and religion	83,400	115,800	38.8%
Occupations in art, culture, recreation and sport	23,100	37,600	62.8%
Sales and service occupations	249,500	307,600	23.3%
Trades, transport and equipment operators and related occupations	24,800	34,900	40.7%
Occupations unique to primary industry	21,700	26,000	19.8%
Occupations unique to processing, manufacturing and utilities	15,600	13,800	-11.5%

Source: Statistics Canada, Labour Force Survey

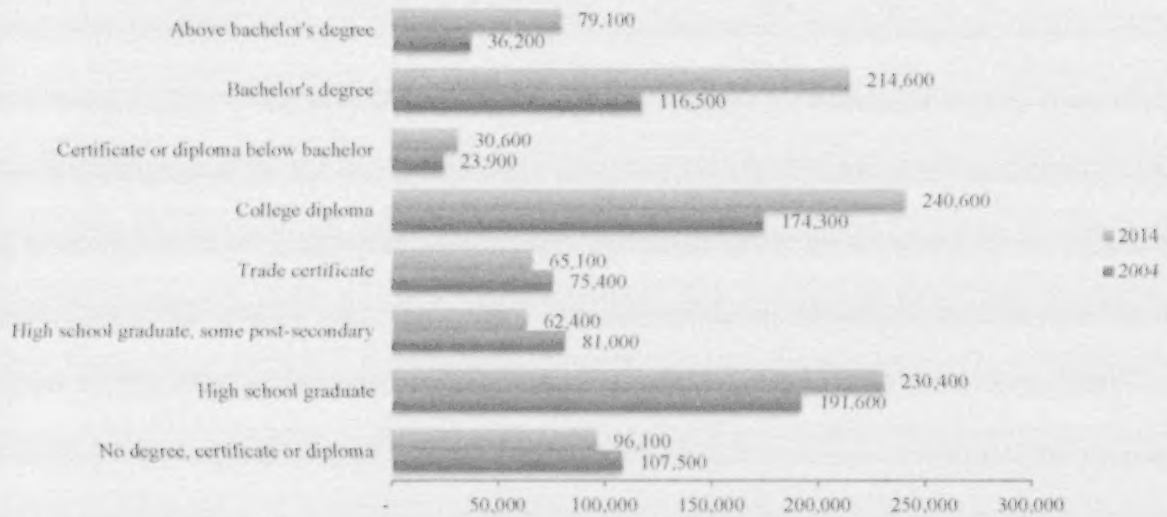
Educational Attainment of Employed Women in Alberta

More women who were employed in 2014 have attained an education beyond the secondary level than 2004 (Figure 13). At the same time, there were fewer employed women in 2014 that had no degree, certificate or diploma, as well as fewer employed women who were high school graduates with some post-secondary education, and fewer had a trade certificate as their highest level of attainment compared to 2004.

Between 2004 and 2014, the number of employed women with no degree, certificate or diploma decreased by 10.6% while the number of employed women with university degrees rose 92.3%.

Figure 13

Educational Attainment of Employed Women, 2004 and 2014



Source: Statistics Canada, Labour Force Survey

Of employed Albertans who had attained post-secondary certificates or diplomas, 43.7% were women (Figure 14). The proportion of employed women who attained a university degree was 28.8% compared to 23.4% for men.

The proportion of employed women who had a high school diploma as their highest level of attainment was 22.6% compared to men at 24.3%. Among employed men, 12.7% had no degree, certificate or diploma; for women, it was 9.4%.

Figure 14

Educational Attainment of Employed Albertans by Gender (15+ years), 2014

	Alberta	Men		Women	
		Number	%	Number	%
No degree, certificate or diploma	11.2%	159,300	12.7%	96,100	9.4%
High school graduate	23.6%	305,700	24.3%	230,400	22.6%
High school graduate, some post-secondary	5.6%	64,700	5.2%	62,400	6.1%
Trade certificate	13.6%	244,300	19.5%	65,100	6.4%
College diploma	17.8%	164,400	13.1%	240,600	23.6%
Certificate or diploma below bachelor	2.4%	24,200	1.9%	30,600	3.0%
Bachelor's degree	18.2%	198,700	15.8%	214,600	21.1%
Above bachelor's degree	7.6%	94,700	7.5%	79,100	7.8%
Total	100.0%	1,255,900	100.0%	1,018,600	100.0%

Source: Statistics Canada, Labour Force Survey

Full-time/Part-time Employment of Women in Alberta

The number of women in Alberta employed full-time increased by 29.9% and those employed part-time grew 17.9% between 2004 and 2014 (Figure 15). In 2004, 71.9% of all employed women worked full-time, and in 2014, it was 73.8%.

In 2014, more women were employed full-time than part-time in all age groups except women 65 years and older. The percentage growth in full-time employment in the ten-year period was highest for women 65 years and older, at 188.7%, followed by those 45 to 64 years old, at 39.1%. Women 65 years and older also had the highest growth rate in part-time employment, at 113.5%, followed by the 45 to 64 year olds, at 20.1%.

Of all age groups, women 25 to 44 years of age had the largest increase in the number of both full-time and part-time employment, by 83,500 and 15,300 respectively over the ten-year period. Part time employment grew 20.1% for women aged 45 to 64 years and by 4.2% for women 15 to 24 years of age.

Figure 15

Alberta Women Full-Time and Part-Time Employment by Age Group, 2004 and 2014

	2004		2014		Growth in Employment (%)
	Employment	% of all Employed Women (15+ years)	Employment	% of all Employed Women (15+ years)	
15+ years	805,100		1,018,600		26.5%
Full-Time	579,100	71.9%	752,200	73.8%	29.9%
Part-Time	226,000	28.1%	266,400	26.2%	17.9%
15-24 years	146,300	18.2%	149,400	14.7%	2.1%
Full-Time	80,200	10.0%	80,500	7.9%	0.4%
Part-Time	66,100	8.2%	68,900	6.8%	4.2%
25-44 years	373,800	46.4%	472,600	46.4%	26.4%
Full-Time	290,600	36.1%	374,100	36.7%	28.7%
Part-Time	83,200	10.3%	98,500	9.7%	18.4%
45-64 years	272,300	33.8%	365,500	35.9%	34.2%
Full-Time	203,000	25.2%	282,300	27.7%	39.1%
Part-Time	69,300	8.6%	83,200	8.2%	20.1%
65+ years	12,700	1.6%	31,100	3.1%	144.9%
Full-Time	5,300	0.7%	15,300	1.5%	188.7%
Part-Time	7,400	0.9%	15,800	1.6%	113.5%

Source: Statistics Canada, Labour Force Survey

Average Hourly Wage of Women in Canada

Among employed women in Canada, Alberta women received the highest average hourly wage[1] in 2014, at $24.63 (Figure 16). The average hourly wage for women in Alberta was $1.99 higher than employed Canadian women's average hourly rate of $22.64.

Figure 16

Average Hourly Wage[1] of Employed Women in 2014, Canada and Provinces

Region	Average Hourly Wage
Canada	$22.64
Newfoundland and Labrador	$21.98
Prince Edward Island	$20.28
Nova Scotia	$20.91
New Brunswick	$19.62
Quebec	$21.77
Ontario	$23.21
Manitoba	$20.95
Saskatchewan	$23.06
Alberta	$24.63
British Columbia	$22.02

Source: Statistics Canada, Labour Force Survey

[1] Weekly and hourly wage rates are calculated in conjunction with usual paid work hours per week and do not include self-employed persons.

Average Hourly Wage of Women in Alberta by Industry

In 2014, the average hourly wage for Alberta was $28.12. Alberta men's and women's average hourly wages were $31.21 and $24.63 respectively that year (Figure 17).

Women employed in the Forestry, Fishing, Mining, Quarrying, Oil and Gas industry had the highest average hourly wage, at $34.21 in 2014. Both women and men employed in the Accommodation and Food Services industries had the lowest average hourly wages, at $14.75 and $16.06, respectively. The greatest difference in average hourly wages between men and women was in the Utilities industry where women received, on average $10.13 per hour less than men. The smallest difference between men's and women's average hourly wages occurred in the Accommodation and Food Services Industry where women received, on average, $1.31 per hour less than men.

Figure 17

Average Hourly Wages by Industry and Gender, Alberta, 2014

Source: Statistics Canada, Labour Force Survey

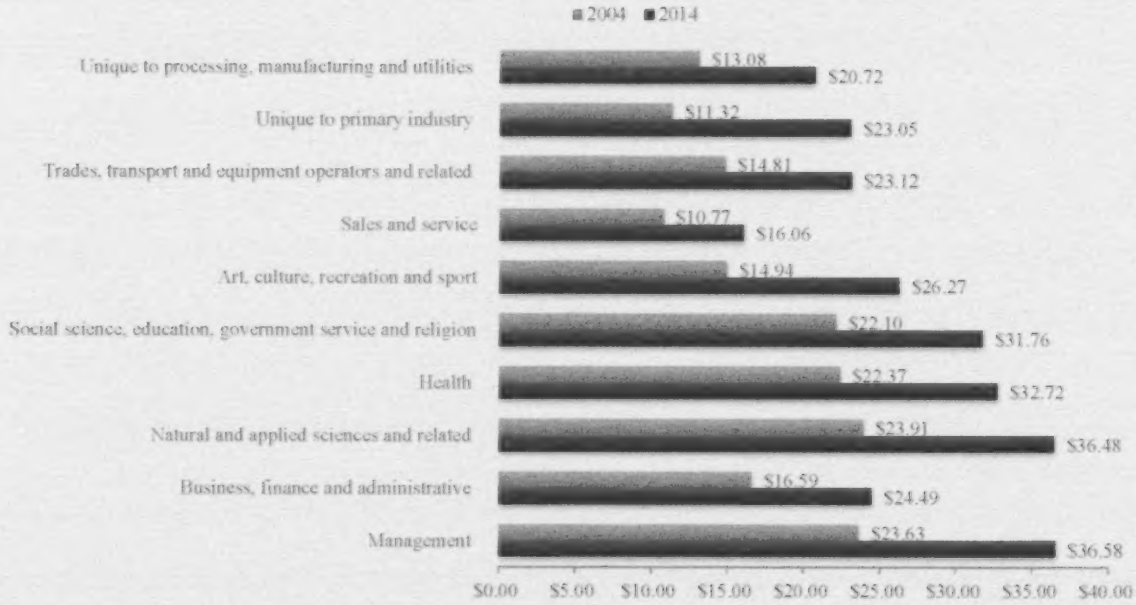
Average Hourly Wage of Women in Alberta by Occupation

Figure 18 shows that the average hourly wages for women were higher in all ten occupations over the ten-year period. The three occupations with the largest increase in average hourly wage between 2004 and 2014 were: Management, up $12.95; Natural and applied sciences and related occupations, up $12.57; Occupations Unique to Primary Industry, up $11.73. The occupation with the smallest increase in the average hourly wage for women over the ten years was Sales and service occupations which increased by $5.29.

Women in management occupations received the highest average hourly wage in 2014, at $36.58, while those employed in the Sales and Service occupations received the lowest, at $16.06.

Figure 18

Average Hourly Wages for Women by Occupation, Alberta, 2004 and 2014



Source: Statistics Canada, Labour Force Survey

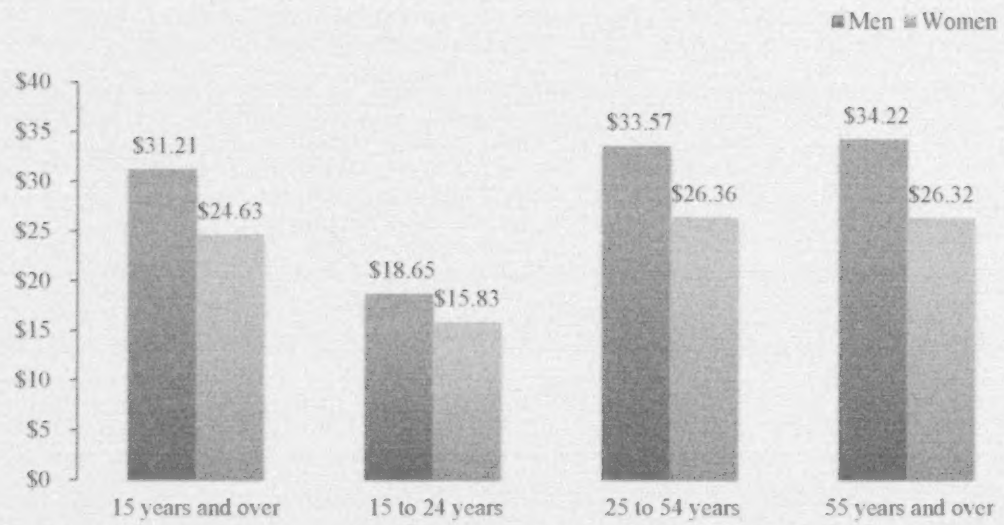
Average Hourly Wage of Women in Alberta by Age Group

Young men and women between the age of 15 and 24 had the lowest average hourly wage of the four age groups in 2014 (Figure 19). This age group also had the smallest difference in average hourly wages between men and women, of $2.82. The wage difference between Alberta women and men aged 25 to 54 years was $7.21; and was $7.90 for those 55 years of age and older.

Women aged 25 to 54 had the highest average hourly wage of the three age groups, at $26.36. The average hourly wage in 2014 for Alberta men and women was $31.21 and $24.63 respectively.

Figure 19

Average Hourly Wage by Gender and Age Group, Alberta, 2014



Source: Statistics Canada, Labour Force Survey

Appendix

All of the following definitions are from the Guide to the Labour Force Survey, Statistics Canada.

Employment Rate: The number of persons employed expressed as a percentage of the population 15 years of age and over.

Industry: The general nature of the business carried out by the establishment for whom the respondent works (main job only).

Labour Force: The labour force is the portion of the civilian, non-institutional population 15 years of age and over who, during the survey reference week, were employed or unemployed. The reference week is defined as the week, usually containing the 15th day of the month, in which information is collected for the Labour Force Survey.

Occupation: The kind of work persons 15+ years were doing during the reference week, as determined by the kind of work reported and the description of the most important duties of the job. If the individual did not have a job during the reference week, the data relates to the most recent job held within the previous year.

Participation Rate: The total labour force expressed as a percentage of the population aged 15 years and over. This measure represents the proportion of the said population that is either employed or actively seeking employment.

Working Age Population: Those persons 15+ years except persons living on Indian reserves, inmates of institutions, and regular members of the Canadian Armed Forces.

Average Hourly Wage: Based on hourly wage before taxes and other deductions, and include tips and commissions. Only persons who are an employee are included in the average.

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